

## **The Legal Aspect of a Worker's Life**

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### **Abstract**

*The study aims to demonstrate the nature of the protection prescribed for the worker's life, privacy, and scope, because the worker represents the cornerstone of the production process in various fields and fields, and because the worker is a member of society. It will undoubtedly represent a vital tributary and an active element that must be involved with the most important pillars adopted by the State of Qatar, and thus the main question is: What is the nature of the protection prescribed for the worker's life, privacy, and scope? The analytical and comparative approach was employed to answer this question. For achieving the study's goals, it was divided into two sections. The first dealt with the scope of the employee's life and privacy while at work, and in it, we discussed the legal restrictions placed on the protection of both the worker's personal and professional lives. In the second section, we discussed the nature of work and how it affects a worker's personal and professional lives. We also briefly discussed how personal and professional lives overlap for physically demanding job and remote work. The researcher ultimately came to a number of conclusions, the most significant of which was that Islamic law guaranteed the right to protect the person and the individual, and that this was stated in the Holy Quran and the Prophet's Sunnah. The researcher also came to a number of recommendations, the most significant of which was that it was imperative for all departments and responsible authorities to increase the awareness and educational role of various groups in the direction of furthering the importance of human rights.*

**Keywords:** *Qatari law, labor law, right to privacy, worker privacy, worker legal protection.*

### **Introduction**

The protection prescribed for the worker's benefit, in all its forms, whether financial or physical, is a real guarantee of his job stability, as well as an immunization of his human dignity from any violation or arbitrariness that may affect it. It also represents a real criterion for achieving equality and non-discrimination among the workforce, and all of this, according to the researcher, would represent a real locomotive for community development and prosperity.

This is where the various national laws actually start to make a meaningful difference in protecting workers' rights and keeping them safe from various types of abuse or persecution that might occur in the course of their employment. In order to incorporate and codify these lofty universal principles that preserve the rights and dignity of workers on the one hand and contribute to the creation of a safe and secure work environment on the other, national legislation has invested in the principles and values contained in international treaties and conventions that guarantee the rights of workers.

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In accordance with the various principles and values enshrined in various international treaties and covenants, the Qatari legislator, like other legislators, has been eager to enshrine the provisions of these treaties in its national laws in order to guarantee worker rights on the one hand. Also, in accordance with and support for Qatar's vision of consolidating the pillars of human development based primarily on the foundations of strengthening cohesion among members on the other.

Study problem:

The worker will surely represent an essential contributor and an active element that must be involved with the most crucial pillars selected by the State of Qatar because he is seen as a member of society (Vision, 2030 ). As a result, it can be stated that all of these pillars have the primary goal of providing a decent and high-quality life for the individual within Qatari society through the development and codification of legislation ensuring this achievement, and thus the primary question is what is the nature and scope of the protection prescribed for the worker's life? To answer this question, the following questions must be answered:

- i. What are the legal limitations on the life of a worker?
- ii. What is the worker's private life like, and where does it intersect?
- iii. What kind of protection does the worker get?
- iv. What is the nature of the job and how does it affect the worker's life?

The significance of the study:

The worker serves as the cornerstone of the production process in a variety of industries, and because of the status he holds, research into the protections and rights that he must have has grown significantly in importance as one of the prerequisites for ensuring the viability and continuity of work on the one hand. On the other It clarifies the protections afforded to the employee in the event of an accident or disability that prevents him from engaging in his line of work in the future. As well as evaluating the legal safeguards and controls established by Qatari law and others in order to protect his human dignity and job status from any arbitrary or illegal action that the employer may take.

The study's objectives:

The study is based on the nature of the protection recommended for the worker's life, privacy, and scope, and certain objectives must be met in order to achieve this, as follows:

- i. A statement of the worker's legal life limits.
- ii. Determine the employee's private life and what interferes with it.
- iii. Draw attention to the worker's protection photos.
- iv. Explain the nature of the job and how it affects the worker's life.

Methodology of the Study:

The study is based on using the descriptive analytical strategy to describe the subject and analyze the relevant legal texts, as well as using the comparative approach to fulfill the study's objectives according to the study's requirements.

The study's structure:

1. The extent of the worker's life and its privacy while working.
  - 1.1. The legal restrictions of both types of workers' lives.
  - 1.2. The scope of legal protection for the worker in his private and professional life
2. The nature of work and its impact on the worker's personal and professional life.

1. The extent of the worker's life and his privacy while working:

In this section, we will specifically clarify the concept of protection, which we have split into two main requirements: The first criteria will deal with the worker's ability to control the boundaries between his or her personal and professional lives. The scope of legal protection in the worker's personal and professional life will be discussed in the second condition.

1.1. The legal restrictions of both types of workers' lives:

Firstly, we will address clarifying the meaning of protection because it is the foundation of research and determining its meaning as a language, and we will also demonstrate the source of the notion of protection's strength according to Qatari legislation. This is in addition to a second stop on some additional legal terms associated with the research.

1.1.1. Definition of legal protection:

Qatari society is eager to attain the principle of equality among all its members, regardless of gender, color, or marital status, because it is a culture that rejects discrimination or exclusion. This was confirmed by the Permanent Constitution of the State of Qatar in 2004 (Qatari Labor Law No. 14 of 2004, 2004). In addition to what was explicitly stated in the text of article 30, which stated that the relationship between the worker and his employer should be based on justice and be covered by the law. He specifically referred to the adoption of the principle of equality among members of society, whether male or female, citizen or foreigner, especially in the text of article 35 thereof, and this naturally reflects the extent of the legislator's focus on that.

The most significant of these is the Convention on Discrimination in Employment and Occupation of 1958, which Qatar ratified in 1976. This convention aims to promote the principle and concept of equality and prevent racial discrimination in the field of work in Qatari society as it was adopted by the General Conference of the United Nations. The researcher also notes the enshrinement of this principle in international conventions that call for equality in all fields, particularly work (Convention concerning Discrimination (Employment and Occupation), 1958).

As a result, the principle of equality has been established at the national and international levels in the State, and many Qatari laws have adopted this strategy. This includes the Qatari Labor Law, which is the focus of the research because it established the principle of equality between workers, preventing any discrimination against them, especially the establishment of equality and the protection of all their rights, whether by obtaining wages, working hours, or other rights. As a result, all concepts related to the research, such as protection, will be construed as being integral to the investigation. Language: We take it back to the word's original verb, "fever," which refers to a person or object that defends itself and that no one is permitted to approach.

The definition of protection as it appears in the *Lisan al-Arab* lexicon is "to defend and prevent." According to the definition of the word "worker," it refers to a person who handles another person's finances and business. The word's origin may be traced back to a meme, and its definition is "who does something that may be considered a profession or workmanship (the comprehensive dictionary of meanings)." Regarding the definition of a worker in the first article of the Qatari Labor Law, we discover that the legislator in Qatar defined the term as any natural person who works for a wage in exchange for their labor and is managed by the so-called employer who would supervise them. According to the legislation, an employer who hires one or more employees in exchange for a wage may be either a natural person or a legal person. The work is all that the worker performs and puts effort into, whether it be mental, physical, or even technical, because each type of labor is different from the others (Qatari Labor Law No. 14 of 2004, 2004). We discover that the Kuwaiti Labor Law has clarified the name and the boundaries of the Labor Law

as activities performed by individuals to others. This includes the presence of the worker's legal dependency and not just economic dependence (Kuwaiti Labor Law, 2016 )

#### 1.1.2. Forms of worker protection obtained:

Modern legislation has contributed to the development of the notion of the individual and his legal standing, as these modern and inventive rules have contributed to the creation of a binding worldwide concept from which no entity can deviate.

Not only that, but the state has formed regulatory agencies whose major purpose is to monitor the amount to which the individual enjoys these rights or not, and in the event of breaches or abuses in this context, the state is subject to international censure (Al-Kayash, 2006).

In this regulatory environment, it is useful to state that the worker's safeguards are discovered for their founding building blocks from various and diverse sources, the most essential of which are as follows:

#### - Worker protection in Islamic Sharia and legal texts:

As recounted in the Sunan of Ibn Majah, the Messenger of Allah (may Allah's peace and blessings be upon him) was corrected by Al-Albani in this matter: 'Give the wage earner his reward before his sweat dries.' The tolerant Islamic Sharia has uncovered and interpreted the injustice inflicted on workers, whether by wage denial and squandering of rights, or through the employer's arbitrariness against the worker. As a result, and implicitly, Sharia is determined to defend the worker and preserve his rights in relation to third parties (Ibn Majah).

Because the individual's position is so important, come the forms of this worker protection, in which we have a true confirmation of the application of the principle of the worker's right as a human being and his independent remuneration. Legislation and legal texts then halted the impact of Islamic law and approved systems of worker protection, the most important of which are discussed in the following points:

First: The provisions relating to the worker's recommendation of his wage and financial entitlements, one of the most significant guarantees that enjoy priority and precedence, have stated at the outset of their provisions that the worker performs work in exchange for a wage. Also, the employer obtains the work and provides the wage in return, not to mention the need to stipulate and write the value of the wage in the contract in order to become binding. Additionally, the pay must correspond to the worker's rights, therefore nothing related to the costs of work supplies or the compensation obtained by an employee in the event of an injury sustained while performing the job is regarded as compensation (Abdul Baqi, 1982). The majority of laws require that workers be paid their financial obligations, and Qatari law is no exception. Article 66 of the Labor Code mandates that workers be paid their wages and that they cannot be released from their obligations without doing so (Belkanani, 2020).

According to Article 58 of the same Act, an employer is not permitted to alter the wage from monthly to less than it, such as by converting it to a daily wage, weekly changes, or changes based on each piece. One of the protections included expressly in Kuwaiti legislation is this one (Kuwaiti Labor Law, 2016 ).

We also state that one of the most important elements that are an integral part of the wage, as referred to by the Kuwaiti legislator, and which is regarded as the same as a guarantee in turn, is the bonus, including the reward, including the commission or employment as it appears in some laws, and finally the grant.

Finally, we discover that all of the rules binding on the employer guarantee the right to work and preserve his life during the period of his work, and we discover that money, wage, is the fuel of the wheel of life, if there is any life. If the Labor Law did not regulate

wages and did not give the debt an advanced rank over the rest of the debts and give the debt an advantage over others, there would not have been such protection that is reflected in the worker's life. Article 70 of the aforementioned law states that the worker's funds shall not be seized, therefore Qatari law formed Chapter VI specific for wages and gave it the status of lien debts (Qatari Labor Law No. 14 of 2004, 2004).

Second: There are numerous laws that govern employee privileges and are eager to distinguish them from pay itself. For example, a worker may be entitled to a home that is paid for by his employer and in which he lives and works. The employer is responsible for the home's cost and value. Another employee benefit may be a car that he uses to commute to work, with the employer covering all related expenses. We find that these advantages serve as protection for the worker and provide insurance against employer violations of his rights because the research, whether it exists or not, focuses on the protection of the worker while performing his job. It is also important to note that Kuwaiti law provides the worker with financial and in-kind protections through both explicit and tacit rules (Abdul Baqi, 1982).

In this case, the researcher concludes that the legislation was correct in placing limitations on the employer's disciplinary authority in order to prevent the employer from abusing it. Arbitrariness in authority, on the other hand, would endanger the worker's life if the employer meddled in everything that affected or related to the worker's personal life. In view of the fact that the Qatari Court of Cassation has published its ruling No. 182 of 2016 (Qatari Court of Cassation, 2016). It did, however, end its decision with caveats and restrictions set on the employer, noting that if he denies the fault attributed to him, i.e. his innocence, his suspension from work is invalid, and the worker's service period is calculated as a continuous and not separate. The Qatari Court of Cassation's position is fair since it did not leave the decision up to the employer, but rather specified this with restrictions and conditions, and if the worker is not demonstrated to have made any mistakes, he will be rehabilitated, if it is true. However, there is something that needs to be clarified because it is unclear from the concept of the previous idea, namely that the employer may extend his authority to impose disciplinary measures for the employee's private life in this situation if it affects his work. However, this has an objective standard according to some lawsuits (Al-Iftahat, 2018)

#### 1.2. The scope of legal protection for the worker in his private and professional life:

At the beginning of the nineteenth century in France, the principle of separation between the worker's private and professional life was established, as he had previously been involved in the principle of allegiance to the employer, where he ate his food, lived with his family members, and sometimes practiced his entire life inside the establishment in which he worked. However, as the worker's existence evolved, it began to take on the character of independence from the employer, a dismissal affirmed by the French Court of Cassation following two court precedents:

First, in the judgment from July 8, 1960, the worker, who is actually his son, was fired from his job under the pretense that he was unfit to be a driver, but the real reason for this was because the father had refused to wed one of the women. After adjudicating the lawsuit, it was determined that the worker is extremely fit and that there is no obstacle preventing him from performing his job, so the court sought the existence of an intervention by the father.

The second legal precedent concerns the requirement of celibacy, which is reiterated in some establishments' internal rules for employment. One of the examples was a French airline firm terminating a flight attendant's employment agreement after her marriage. The lawsuit advanced carefully through the legal system, and she was given the proper compensation. Considering that the right to marriage is a private-life right (Ahmed, 1994). Because private life is so important, it must be separated from professional life, which some jurists define as a life based on the performance of agreed-upon acts in

accordance with the contract made between them, and violating it results in a punishment (Al-Saidi, 2011.). For instance, if a worker receives a phone call, the law does not grant the employer the right to listen in on the call or to know what is said because this call has no connection to the job whatsoever. Instead, the worker is required to disclose what was said on the call if it is personal because it falls under the purview of private life . If it is not tied to personal life but is related to work, it falls under the purview of professional life (Ahmed S. M., 2007).

The legislation has established an intervention in the face of the employer's attacks against the employee, the imposition of protection of his private life from any violation or assault that may affect him, and recognizes the force of law as a face of protection from any arbitrary orders that may be issued by the employer. Modern jurisprudence has come to emphasize three powers of the employer:

First, he didn't treat his employees arbitrarily when running his firm. Second, the Act gave the employer the authority to make decisions as long as they did not go against both the law and public order. Finally, it established the authority to forbid and punish individuals who disobeyed such directives. Employers are given the authority to regulate employees in the case that one of them commits a crime, but they are not allowed to act arbitrarily or consistently impose sanctions.

The duties of the employer can be divided into two main categories. The first category relates to people who work closely because of their close ties to the workplace. And a second section that may be relevant to people who work onsite or remotely.

Since the entire world is still suffering from the effects of the Covid-19 epidemic, which posed a serious threat to human life and safety. The employer's powers in the first section are limited to the need to create a healthy, safe, and clean environment for the worker by providing all health precautions, first aid, and medical aid that are appropriate to working conditions. As a result, businesses are expected to create a healthy atmosphere, including preserving social distance, offering masks and sanitary sanitizers. Additionally, it is necessary to follow the safety precautions that assist in working with them, to maintain cleanliness that safeguards the employee from any other illnesses and germs, to provide ventilation, water. All other supplies required by the employee so as to avoid being exposed to any kind of danger, not to mention that some jobs may endanger the employee's life, so the employer must set up conditions for protection from occupational or other risks (Qatari Labor Law No. 14 of 2004, 2004).

In terms of the Qatari judiciary, the rulings of the Qatari Court of Cassation, the Civil and Commercial Division, came in appeal No. 83 of 2006. When a Qatari company appealed the judgment issued in favor of one of its workers to compensate him with an amount estimated at 120,000 Qatari riyals for an occupational disease, which is hepatitis, insisting that he was not entitled to this compensation. Based on the regulations in force in its company and with reference to The Honorable Court, on the other hand, followed the text of Article 199 of the Civil Code, which states that every mistake that causes injury to others obligates the person who did it to recompense (Promulgating the Civil Code, 2004). It was based on this rule for the employee as long as he could demonstrate that his employer was at fault, and it was indicated in the reasoning of the judgment that the employer had not taken sufficient precautions to safeguard the employee from any occupational diseases that might have affected him (Qatari Court of Cassation, 2016).

The corporation requested to dismiss its need to compensate because the Qatari Court of Cassation was correct in its verdict since it relied on tort culpability and assumed it, and because the worker did not offer his defense and did not provide for contractual liability. Because worker protection is an important issue, and no party or employer should be allowed to overlook or violate it, the court ignored the company's plea and declared that the worker is entitled to compensation for the harm.

2. The nature of work and its impact on the worker's personal and professional life:

It seems sense to suggest that remote and virtual employment directly affects the worker, whether in a good or bad way. Since the worker participates actively in society and plays a significant role in its structure, it is necessary to understand the nature of the work he does and to identify its impacts, particularly on his personal life, whether he works nearby or remotely. The research is there to prevent such risks and violations through the following requirements because the acts taken by the worker carry risks that are both good and bad.

2.1. Personal and professional lives interact for face-to-face work:

The workplace is one of the locations where people spend the majority of their time, thus it is clear that there might occasionally be a conflict between work and personal life. As a result, it is essential to first distinguish between this overlap by defining it. Following that, a list of the key traits connected to in-person work is provided. Second, it codifies several ideas including timeliness, which allows the worker to complete a lot of work, and workplace discipline through attendance and departure.

This commitment, dedication and discipline at work generates a sense of responsibility in the worker, not to mention that it makes him an active person because work allows him to move, self-attend, and move, which has a positive impact on his structure and body. It also allows him to establish good working relationships with his colleagues so that work is done in a spirit of group and cooperation among them.

As a result, we discover that a healthy lifestyle has a positive impact on the worker's life and makes him an active person, and employment, as is traditional, makes the worker a social, fun, and cheerful person, with whom he lives his life. Acquaintance between members of society is a benefit that God Almighty has commanded, so by getting to know and surrounding the rest of the colleagues, work becomes more flexible and faster to accomplish than others, as there are some jobs that are not considered enjoyable unless that proximity between workers is found.

Furthermore, in-person work is one of the most essential variables that contribute to the completion of work in active conditions, away from any difficulties or noise that may accompany the worker during his labor. By doing his task more quickly and perfectly, he increases his chances of being promoted or granted a raise, which benefits his personal life by increasing his material income and improving his living conditions (Rushdi, 2009)

In light of the Covid-19 pandemic, we find that the majority of workers are unable to set up a suitable environment for them to be able to complete their work remotely. However, it is preferable for them to practice their work in person because this method is significantly better to help them complete their work faster and more accurately, which may cause them embarrassment that affects their private lives.

It should be emphasized that some occupations cannot be performed remotely owing to their nature, such as those requiring employees to work in factories or in close proximity to machinery. Physical work is very important and essential for a category of workers, and it effectively contributes to their development and the development of their skills. This matter is present in some craft and artistic work, where the worker becomes more familiar with the work and craft he pursues through repetition and continuous application. In-person work is crucial for the worker's life since it raises his level, increases his effectiveness, qualifies him for promotions and bonuses, and may even lead to an offer to work somewhere with a higher salary than his current position and past employment (Al-Iftahat Y. a., 2021)

The researcher cannot overlook this overlap because these benefits immediately affect the worker's livelihood.



## 2.2. Remote workers' personal and professional life overlap:

There are numerous benefits and drawbacks of working from home. It is also incumbent on all responsible departments and authorities to increase the awareness and educational role of various groups in order to further disseminate the importance and value of remote work. Its effects, particularly in light of special and critical situations that require a temporary interruption from in-person work to avoid negative remnants, as is the case in the Covid-19 pandemic.

The fundamental goal of this awareness is to provide workers with the knowledge and skills they need to deal with some of the circumstances that the humanitarian reality and, specifically, the reality of the labor market, may present. The true appreciation of the remote work method comes from attempting to avoid the flaws and drawbacks noted and working to correct them, as well as from awareness and ongoing encouragement of departments in all agencies to apply and adopt it and to create the necessary and practical safeguards for its success. Not to mention the role played by the responsible authorities in informing trade unions about the efficiency of remote work within the institutions under their control, formulating a clear plan for all employees to work in it if necessary, and outlining the benefits of this system (Saad, 2010).

There are two sorts of remote work, the first of which is synchronous work, we would also add. The second is simultaneous flexible work.

In the first type, known as synchronous work, the employee must be present for set hours in front of the camera and computer, just as they would be in an office. The second type, known as flexible, entails that the employee works and is credited for the quantity of labor that he has completed.

Undoubtedly, this makes remote work appear more like in-person labor, and this is a benefit that is also attributed to remote work. The importance of remote work cannot be overstated, especially for those with special needs. For instance, since mobility and movement issues make it difficult for the disabled to work, remote work has given them the chance to conduct their business via radios from the comfort of their homes, protecting their health and removing the burden of having to relocate to their places of employment.

Furthermore, we occasionally discover in some people with disabilities a hidden energy that was previously unseen, and this opportunity represents a real starting point for showing and highlighting it to the public, so that it can be transformed into a useful productive energy that benefits the disabled worker first, and the institution or establishment in which he works second.

For all of this, we assert that in light of technologies and advancements in the digital world, people with disabilities can transform into resources capable of achieving a qualitative addition in the labor sector after they were considered a burden by some because they are individuals who do not represent a productive force in the industrial circle. Their genuine involvement in the production system would have a positive impact on their psyche, boost their morale, and contribute to a genuine improvement in their quality of life (Qizmar, 2018).

The significance of working first, and remote work second, must focus on women's societal and political role because they are active members of society. Women's participation in the workforce is crucial and has a positive impact on the growth of the country's prosperity, as shown by statistics that show a boom in women's participation in politics. This indicates that societies have become more aware of this concept as a result of their adoption. For instance, we find that the rate of women's enrollment in politics in Lebanon reached 45%, followed by Egypt by 18% and Jordan by 22% (Mansour, 2021)



Women's work represents a real tributary of sustainable development and a real locomotive for renaissance and societal development, so overcoming all the challenges they face in order to work remotely truly represents a real belief in their capabilities and value within society, in addition to the belief in their active participation in supporting political action. Since political action reflects its positive impact on society, civil society is undoubtedly also reflected.

It is regrettable that some tribes in Arab civilizations still forbid women from interactions, and any transgression of this rule poses a significant and genuine threat to their lives because it is an open assault on the tribe's traditions and customs. According to the study, remote employment can be a useful safeguard for women's safety and the consequent protection of their private lives. All forms of remote work are a real asset to maintaining family harmony because they enable mothers to run their businesses from home while also caring for their children. This prevents work from invading their personal lives, making remote work a safeguard for working women.

According to studies, women use the internet in Latin America at a rate of 38%, which is significantly lower than that of men. Women are not considered Internet users in Europe, notably in the European Union, where their usage is just 25%, compared to Russia's low usage of 19% and potential drop to 4%.

Despite the substantial costs incurred by businesses, the varying percentages of women who use the Internet show that they do not perceive any genuine benefits from remote work and the Internet. On the other hand, some nations have offered remote jobs to women in order to benefit from their high level of awareness, and this has had a positive impact on their economies. These nations include India, Malaysia, Thailand, South Africa, and Senegal. As a result of this new reality, income levels have increased, exports have increased, more job opportunities have been created, and there are fewer unemployed people (Saad, 2010). The use of remote protection can improve each person's abilities and promote awareness between both sexes of the public.

We also discover that some jobs are characterized by the worker's presence, which means that he cannot practice his work remotely at all, and perhaps the problem that arises here is that the employer may have to incur large losses if the worker does not closely practice his work. Especially, in the work of factories, laboratories, and others, it is illogical to take the factory worker home due to the nature of his work, which is not in line with the remote work system. Remote work differs from near work in that the former is associated with all work, regardless of its type.

We discover that the remote work system may make it difficult for the worker to apply the legal protection system if he works according to the (remote work) system, making him subject to violation owing to the difficulties in applying legal systems to it. The Qatari Labor Law allocates a separate section to work injuries and how to compensate for them in around eight paragraphs, and herein lies the challenge in establishing whether a work injury exists when the worker begins working remotely.

For example, if the worker was performing his work remotely and then suffered excess electrical charges in his body, and after his diagnosis it was discovered that there were electrical charges due to the use of the computer, how will it be determined whether these charges affected the worker while working remotely or while using the computer for personal matters?

We emphasize that legal protection would protect all remote workers, particularly those who live in areas and are forced to migrate because this would negatively affect their private lives because they leave their interests and move away in order to make a living. Particularly, since remote work for that group directly affects the reflection of that development on their rural life, which is the integration of the world and the realization of the concept of globalization.

The reader may notice that the concept of protection appears to be confined at first glance, but a closer examination of the work's results and ramifications reveals that protection has a far larger meaning.

Mobility can also endanger the worker's life, expose him to danger, and make him vulnerable to accidents, especially during weather fluctuations or if he is in remote areas, not to mention the environmental pollution caused by transportation, which leads directly to traffic congestion, which is hazardous to the environment.

Finally, remote work reduces the use of papers and files, which also pose risks to the environment. Because of this, the risk negatively affects all of the individuals who make up the members of society, including the workers who are the focus of the research. By implementing the contract, we can crystallize the idea of protection in every sense.

The researcher concluded that the Internet would change the worker's life, so the employer must issue instructions to employees inside the building outlining a workable method for using the internet to support remote work in accordance with controls and guidelines. Such as forbidding him from using the Internet for personal or non-work-related activities and from visiting sites that require exorbitant amounts of money that burden the institution or facility in which he works (Al-Abasiri, 2018 ).

### **Conclusion:**

After conducting the study on the legal aspect of the worker's life, the researcher came to the following results and suggested the following actions:

- The Results:
  - i. According to the Holy Quran and the Prophet's Sunnah, Islamic Sharia provides the right to safeguard the person and the individual.
  - ii. The Qatari legislator mandates in Article 66 of the Labor Law that workers' financial obligations must be met, including the payment of wages and the prohibition on dismissal unless such obligations are met.
  - iii. The employee has the freedom to protect his or her privacy while at work because he or she is not an inanimate object and has the right to interact with all of the circumstances around them. For instance, if the employee receives a phone call, the law does not grant the employer the right to listen in on the call or learn what is said because the call has no connection to the employee's job whatsoever.
- The Recommendations:
  - i. In order to further promote the significance, value, and implications of remote work, it is essential for all responsible departments and authorities to increase the awareness and educational roles of diverse groups.
  - ii. Increase the amount of study and scientific studies into the private lives of workers. This is significant because workers are a weak section in society and this topic represents them.
  - iii. Modify the Labor Law to specifically outline the types of rights and freedom infractions and single them out for a separate dismissal to prevent employer arbitrariness.

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